

## EMPLOYMENT OPPORTUNITY

ANNOUNCEMENT NUMBER: HNALL 06/18

**NOTE: All applicants who are not Family Members of U.S. Government employees officially assigned to Post and under Chief of Mission (COM) authority must have required work and residency permits to be eligible for consideration.**

**OPEN TO:** All Interested Candidates

**POSITION:** Guard Force Shift Supervisor (2 positions), FSN-7; FP-7\*

**OPENING DATE:** July 21, 2006

**CLOSING DATE:** August 4, 2006

**WORK HOURS:** Full-time, 40 hours/week

**ANNUAL SALARY:** \*Not-Ordinarily Resident (holding diplomatic passport): US\$31,526 (Starting salary)  
(Position Grade: FP-7 will be confirmed by Washington)

\* Ordinarily Resident: US\$6,225 (Starting salary)  
(Position Grade: FSN-7)

**LENGTH OF HIRE:** Long-term. Actual filling of the position is contingent upon the availability of funds.

The Embassy of the United States of America in Hanoi is seeking individuals for employment for two (2) Guard Force Shift Supervisor positions in its Regional Security Office in Hanoi.

### BASIC FUNCTION OF THE POSITION

Each Guard Force Shift Supervisor will be responsible for one half of the operational direction of the guard force to include 22 guards per rotating shift. Incumbent will also be responsible for protecting the lives of USG personnel and property by ensuring all posts are appropriately staffed with operationally proficient guards. Incumbent will enforce Embassy's policies and guard orders and assist the Guard Supervisor in developing and executing training programs. The incumbent will also maintain accurate and timely administrative records to ensure the appropriate expenditure of resources and act as a back up for Guard Supervisor in his absence.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office, Hanoi.

### QUALIFICATION REQUIREMENTS

All applicants are instructed to address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. University degree in Arts or Administration is required.
2. Must have at least three years police, military or private sector security experience. A minimum of two years of supervisory/leadership experience is required.

3. Must be familiar with Local Labor Laws, regulations and procedures regarding ethical behavior and disciplinary measures. Must be familiar with local criminal law and procedures as well as the application of Diplomatic Immunity.
4. Must demonstrate strong leadership, supervisory and organizational skills.
5. Must have a valid drivers license and be in good physical condition.
6. Must be proficient in the use of Microsoft Office applications. This will be tested.
7. Level 3 (Good working knowledge) Speaking/Reading English is required. Level 4 (Fluent) Speaking/Reading Vietnamese is required. This will be tested.

## **SELECTION PROCESS**

When equally qualified, American Citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that candidates address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Currently employed American citizen EFMs who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
4. Currently employed NORs hired under Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.
5. The candidate must be able to obtain and hold Post security clearance.

## **TO APPLY**

Interested candidates for this position must submit the following, or the application will not be considered:

1. Not-Ordinary Resident (NOR): Application for Federal Employment (OF-612 or DS-1950)
2. Ordinary Resident (OR) includes all Vietnamese nationals: Post form "Application for Employment with the U.S. Mission to Vietnam" available on the website.
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
4. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned, etc.) that addresses the qualification requirements of the position as listed above.

You may download the application form at [http://vietnam.usembassy.gov/job\\_opportunities.html#appforms](http://vietnam.usembassy.gov/job_opportunities.html#appforms) or paper copies are available from the security guard main gate at the U.S. Embassy, 7 Lang Ha Street, Hanoi between the hours of 8:00 A.M. - 5:00 P.M., Monday through Friday.

## **SUBMIT APPLICATION TO**

Human Resources Officer  
U.S. Embassy, 7 Lang Ha Street, Hanoi

All applications must be put in sealed envelopes and addressed to the Human Resources Officer to receive consideration. Please write clearly on your envelope the position for which you are applying.

## **POINT OF CONTACT**

Human Resources Office  
U.S. Embassy Hanoi  
Tel. 84-4-772-1500  
FAX: 84-4-772-0697

## **DEFINITIONS**

1. American Citizen Eligible Family Member (AEFM): A type of Eligible Family Member (EFM) that is eligible for direct hire employment on either a Family Member Appointment (FMA) or Temporary Appointment (TEMP) provided s/he meets all of the following criteria:
  - U.S. citizen;
  - Spouse or child who is at least age 18;
  - Listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed at a U.S. Foreign Service post or establishment abroad with a USG agency that is under COM authority;
  - Is resident at the sponsoring employee's or uniform service member's post of assignment abroad, approved safe haven abroad, or alternate safe haven abroad; and
  - Does not receive a USG annuity or pension based on a career in the U.S. Civil, Foreign or uniform services.
2. Eligible Family Member (EFM): Family Members at least age 18 listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed to a U.S. Foreign Service post or establishment abroad with a USG agency that is under COM authority who do not meet the definition of AEFM above.
3. Member of Household (MOH): A MOH is a person who: 1) Has accompanied, but is not/not on the travel orders of a U.S. citizen Foreign or Civil Service employee or uniform service member permanently assigned to or stationed at a U.S. Foreign service post or establishment abroad; 2) Has been declared by the sponsoring employee to the Chief of Mission as part of his/her household; and 3) Resides at Post with the sponsoring employee.
4. Ordinarily Resident (OR): A citizen of the host country or a citizen of another country who has shifted the main residency focus to the host country and has the required work and/or residency permits for employment in country.
5. Not-Ordinarily Resident (NOR): Typically NORs are AEFMs and EFM of FS, GS, and uniform service members who are eligible for employment under an American USG pay plan, on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.

### **CLOSING DATE FOR THIS POSITION: AUGUST 4, 2006**

(All applications must be received by the closing date to receive consideration)

## **AN EQUAL OPPORTUNITY EMPLOYER**

The US Mission in Vietnam provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited

personnel practices, and/or courts for relief.